

Supergen ORE Hub Equality, Diversity and Inclusion Charter

Charter Statement

The Supergen Offshore Renewable Energy (ORE) Hub is dedicated to encouraging a supportive and inclusive culture. It is within our best interest to promote diversity; eliminate barriers to participation; and create a culture in which equality of opportunity is a priority for all researchers; employees; candidates for Fellowships; applicants for grants and awards; and others who engage with the Supergen ORE Hub.

The Supergen ORE Hub is committed to embedding EDI principles in its policies, practices, action plans and culture; to ensure that all within the community; contributors; delivery partners and aspirants are valued; treated with dignity; and accorded respect and esteem; and that the Supergen ORE Hub is representative of all sections of society.

Aims of this Charter

The Charter reinforces Supergen ORE Hub's commitment to provide equality and fairness to all contributing to the community. The Supergen ORE Hub will use fair and objective practices at all stages of applications for awards; employment, advancement, training, or any other benefit, on the basis of clear and transparent criteria, regardless of personal characteristics or background, and is unreservedly opposed to any form of discrimination on the grounds of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, ethnic origin, colour, nationality, national origin, religion or belief, or sex and sexual orientation. (Defined as Protected Characteristics in the Equality Act 2010)

The Hub will demonstrate its commitment and obligations under equality legislation and give guidance and encouragement in developing PDRAs and Researchers to their full potential and utilise the unique abilities of the participants. Therefore, the skills and resources of the Hub will be fully utilised and will maximise the efficiency of The Supergen ORE Hub.

Scope of the Charter

Applies to:

- Management Board Members
- Advisory Board Members
- Early Careers Researchers
- Post-Doctoral Research Assistants
- Candidates for Awards/Grants
- Candidates for Fellowships
- Employees
- Job Applicants
- Volunteers
- Event Participants
- Delivery Partners
- Students on work experience or placements

Responsibilities

Employees, delivery partners and researchers with the Supergen ORE Hub have a duty to act within this Charter, and ensure that it is adhered to; and ensure that any discriminatory behaviour or practices are dealt with according to the relevant HEI policy and procedures, as appropriate.

It is important that researchers, employees, grant and award recipients and delivery partners conduct themselves in a way that enriches the reputation of the Supergen ORE Hub.

Responsibility for promoting awareness of the Charter rests with the Supergen ORE Hub Management Board, and the Supergen ORE Hub. The Supergen ORE Hub Management Board, and the Supergen ORE Hub are also responsible for ensuring that breaches, are adequately addressed by the relevant partner institution, as appropriate.

Practice and Implementation

The Supergen ORE Hub will seek:

- To create an environment in which individual differences and the contributions of all participants are recognised and valued.
- To create a working environment that promotes dignity and respect for every employee, Co-Directors, Advisory Board, researchers, candidate for awards, job applicants, volunteers, and delivery partners.
- To not tolerate any form of intimidation, bullying, or harassment
- To make training, development, and progression opportunities available to all staff.
- To promote equality in the research community.
- To encourage anyone who feels they have been subject to discrimination to raise their concerns so that corrective measures can be taken.
- To use of selection criteria that do not unlawfully discriminate in recruitment or unfairly disadvantages candidates for awards and grants.
- To regularly review all our practices and procedures so that fairness is maintained at all times.
- To inform all employees, researchers, and delivery partners, that an equality and diversity policy is in operation and that they are obligated to comply with its requirements and promote fairness in the Supergen ORE Hub and members of the wider environment.
- To bring the policy to the attention of funding agencies, stakeholders, customers, learners, candidates for awards and grants, and job applicants.

A glossary of terms can be found by following the link [HERE](#)